

**Washington University in St. Louis**  
**Minutes of Faculty Senate Council Meeting**  
May 12, 2020

David Balota, Kim Carmichael, Douglas Dowd, Kim Carmichael, Derek Hoeflerlin, Darrell Hudson, Stephanie Kirk, Stephen Nowlis, Vijay Ramani, Guillermo Rosas, Douglas Schuerer, Victoria Thomas, Linda Tsai, Renee Van Stavern, Chancellor Andrew Martin, Provost Marion Crain, Gerhild Williams

Guests: Karen O'Malley

The meeting was called to order at 2:32 pm.

**1. Approval of Minutes**

Meeting minutes from March 26 were approved.

**2. Chancellor's Report—Andrew Martin, Chancellor**

The Chancellor indicated that there is not a lot to report given what was said at the recent Faculty Senate. But he reported on what has happened since.

The budget process is continuing. This will still be finalized. The University is seeing losses in auxiliaries, and still finalizing WUSM. The University is generally projecting a \$150 million deficit in WUSM and \$25 million on the Danforth campus. This will be tied up by early June, and will be taken to the executive committee by the end of June

We have established a Fall contingency committee, but the committee is large. Work is being done to decentralize, finalize work of subcommittees by July. The larger group only met twice. One item to report is that the academic calendar has been set, by the Provost in consult with the Deans and Registrar. The likelihood is that WUSM will end up on their own calendar, and two Danforth schools – the Brown School and the Law School – will start on the normal calendar. The rest will likely start in the middle of September.

We are continuing work to open both campuses; the Danforth campus on June 1. We are moving slowly and deliberately, with phase 2 in July. Research is a primary focus in the initial phase. Every PI will develop a plan to reopen lab, and 500-600 personnel will come to campus. Most of the Danforth campus are not lab based.

Some universities will be permanently damaged by COVID. We may emerge stronger. But there may be some pain and sacrifice.

Finally, this the last meeting of the FSC with Leila Sadat as Chair; the Chancellor thanks Leila for her service. Thanks also to Marion Crain and Gerhild W. And to Jill Edwards.

There was a questions and answer period with the Senators.

One Senator asked about the University's relationship with ABC insights; what do we use A&S for? The Chancellor said he is not aware that we have a relationship.

A Senator asked about whether the projected shortfalls are that dire, given that WUSM is opening up quickly. The Chancellor reported that the \$150 million shortfall is real, and we

cannot lose \$60 million monthly into perpetuity. As for the Danforth campus, we will not know for sure until the fall, but we have to take actions now.

A senator asked what percentage do the losses represent? The Chancellor reported that our total budget is \$3.6 billion, we are down \$175 million on that.

A senator asked if we will do orientation? A: this has to be worked out, mindful of public health considerations. Orientation will be compressed.

A senator asked, will we miss fall break? Would it be compressed? The Chancellor said yes, we will eliminate fall break but he is worried about Thanksgiving.

A Senator asked if we had made a decision on the modalities of instruction. The Chancellor reported that we have made a decision to go generally with a hybrid model. We will have a unique hybrid; significant in person layer, but we have to be careful.

A senator asked if there are search committees for the Vice Chancellor of Student Affairs and Graduate School. A: yes.

A senator asked if we are making plans to quarantine? The Chancellor reported that yes, we are making plans. It depends on what we need to do – if only a few need to quarantine, that is one thing. We are working to make sure we have adequate quarantine space.

A Senator asked if we will have access to testing, what our plans for testing are? The Chancellor reported this is being worked out. At the University of Arizona they have plans to test regularly every fac and student. We will build this up for campus.

### **3. Chair's report – Leila Sadat, Chair**

The Chair submitted a lengthy and thorough report, which is available on the Senate website. The Chair also presented a PowerPoint, which is available on the website, with a focus on recommendations.

### **4. Report from the Faculty Ombudsperson – Karen O'Malley**

The FSC received a report from the WUSM Ombudsperson. The details in these reports are confidential, to preserve the integrity of the interaction between the faculty reporting and the Ombudsperson. Karen O'Malley reported that the standards of the Office are: Confidential, Neutral, Informal, Independent.

Over the past year, the WUSM office received 98 visitors and some details included: 8% clinical faculty, 60% women, 50% full professors, 25% associate, 25% assistant. The top issues reported, in general, were abusive conduct/harassment; supervisory/job-related challenges; ownership/authorship issues. She reported several challenges/opportunities: more transparency, more professional workplace, more leadership. The office is working on outreach: training, networking, advocacy.

A discussion with the Senators followed.

## **5. Impact of COVID-19 on Danforth Campus – Adrienne Davis, Vice Provost and Director of University’s Center for the Study of Race, Ethnicity & Equity**

The Vice Provost reported on the Activities of the University’s Center for the Study of Race, Ethnicity & Equity. Some activities include a minority mentoring seminar, with weekly virtual teas. In addition, she meets with women tenure-track faculty of all women faculty, holding virtual lunches.

Davis reports that there is a perfect storm of stresses – zoom exhaustion, an abrupt pivot in workload, remote learning labor practice, being on the front lines of the undergraduate experience, life cycle coincidence, new consuming obligations, competing imperatives, global faculty, unpredictable.

Some items discussed were tenure clock extensions, and how these were or were not communicated. Research funds: some experienced a complete loss of research funds, loss of journals, conferences, uncertainty of planned leave, and losing two cycles of grant submissions. And there is a perceived research gender gap. The outliers found time for work, but a lot depends on whether they have children.

Davis made some recommendations:

- For tenure track faculty, consider the research impact;
- Empower the faculty and teaching learning center;
- Keep faculty in the loop about the student situation;
- Empower chairs;
- Consider using Tas to help;
- Look at the pay equity gap; and
- Consider joining National Center for Faculty Development and Diversity (NCFDD)

A Senator asked about whether the burden of childcare is falling disproportionately on minority faculty. Davis agreed it does, given their representation in recent hires and junior faculty.

## **6. New business**

None

## **7. Executive session**

Started at 4:03 pm.

The Executive session started at 4:03 pm

## **10. Adjournment**

The meeting was adjourned at 4:28 p.m.

Respectfully submitted,  
Timothy McBride, Secretary